



Louisiana's

Community & Technical Colleges

Pursuant to Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature, the Louisiana Board of Regents (BOR) implemented the Uniform Policy on Power-Based Violence and Sexual Misconduct effective August 10, 2021. This policy requires annual training for each of its Responsible Employees starting no later than the beginning of the 2022-23 academic year. Per the policy, the BOR developed and provided to the Board Office SCORM video files to customize and provide to all member institutions. Board Office staff customized this video package and rolled out the training campaign to all colleges in April 2022, either in the KnowBe4 platform or other platform requested by the college.

To date, 99% of Board office staff have completed this new Responsible Employee training for 2022, and the System overall currently has a 96% completion rate. The deficits in completions can be attributed to faculty and staff on leave and/or new employees who are still within their 90-day completion grace period. This includes all faculty, staff, Board members, student employees, MEPOL, and LED FastStart employees. This includes a total of 4,365 employees, 171 of which are Board Office staff and employees.

The Louisiana Community and Technical College System (LCTCS) Board office has continued its commitment to training in other areas to support our colleges. Since January of 2022, 114 LCTCS faculty and staff have completed 56 hours of training. These trainings ranged in attendance from 1-20. Training topics included Title IX and Power-Based Violence Laws, Proposed Regulations, Policies, and Procedures; the Roles of Title IX Coordinators, Hearing Officers, and Investigators; Trauma-Informed Interview Techniques; the Hearing Process; Reporting; and Case Resolution. In April of 2022, the System created the Executive Director for Student Compliance, Equity, and Governance position under the Office of Public Affairs, and Diversity, Equity, and Inclusion to formalize the oversight of Title IX and Power-Based Violence compliance efforts. The Title IX allocation from the 2021 Regular Session has allowed the System and its member colleges to expand and enhance Title IX efforts in personnel, training, and compliance.

Additionally, 100% (65) Confidential Advisors completed required BOR training. The Board of Regents has recommended a ratio of 1 Confidential Advisor to every 1,500 students (1:1500). LCTCS far exceeds this requirement. We have implemented a

minimum of two Confidential Advisors, even where the established ratio requires only one. Using the 1:1500 ratio, LCTCS is required to have thirty-eight (38) Confidential Advisors across the System, but LCTCS maintains a pool of sixty-five (65) Confidential Advisors currently.

The number of formal complaints related to Title IX and Power-Based Violence increased exponentially during this reporting period, April 1-September 30, 2022. This was an expected consequence of robust awareness efforts and training on how to report and what should be reported. While any number of formal complaints is alarming, we are encouraged that our efforts are more effective in creating a culture of reporting and campuses that can address campus safety more proactively. Statistically, we understand that an increase in reports does not necessarily mean an increase in incidents. Rather, incidents that have been occurring all along but have gone unreported are now beginning to surface. LCTCS is committed to forging ahead to create safe campuses, where students, faculty, and staff feel comfortable reporting any incidents that create obstacles to learning and work.

Form B3 – System Data Report 2022-2023 Academic Year, Fall Semester¹

LCTCS

Confidential Advisors and Responsible Employees ²	Total
a. Number of Responsible Employees	4,365
b. Number of Confidential Advisors	65
Annual Training <i>(please include number and percentage)</i> ³	
a. Completion rate of Responsible Employees	4,206/96%
b. Completion rate of Confidential Advisors	65/100%
Responsible Employee Reporting ⁴	
a. Number of employees who knowingly failed to report	0
i. Number of employees terminated	0
b. Number of employees who made false reports	0
i. Number of employees terminated	0
Power-Based Violence Formal Complaints ⁵	
a. Formal Complaints received	10
b. Formal Complaints resulting in occurrence of power-based violence	TBD
c. Formal Complaints resulting in discipline or corrective action	TBD
Type of discipline or corrective action taken	
i. Suspension	TBD
ii. Expulsion	TBD
Retaliation ⁶	
a. Reports of retaliation received	0
b. Investigations	0
c. Findings	0
i. Retaliation occurred	0
ii. Retaliation did not occur	0

¹ Beginning with AY 2022-2023, Fall Semester reporting will have an effective date of April 1st of the current calendar year.

² In accordance with Act 472, the System's report shall include the number of Responsible Employees (i.e., employees) and Confidential Advisors for the system.

³ In accordance with Act 472, the System's report shall include the number and percentage of Responsible Employees and Confidential Advisors who have completed annual training.

⁴ Although this section is not required by Act 472, for data collection purposes BOR requests statistics regarding a responsible employees' failure to comply with reporting requirements.

⁵ In accordance with Act 472, the System's report shall include (1) the number of Formal Complaints of power-based violence received by a system, (2) the number of Formal Complaints which resulted in a finding that power-based violence violations occurred, (3) the number of Formal Complaints in which the finding of power-based violations resulted in discipline or corrective action, (4) the type of discipline or corrective action taken, and (5) the amount of time it took to resolve each Formal Complaint (*see 2nd form*).

⁶ In accordance with Act 472, the System's report shall include information about retaliation which includes the number of reports of retaliation, and any findings of any investigations or reports of retaliation.

Form B3 – System Data Report
April 1-September 30

2022-2023 Academic Year, Fall Semester [1]									
Institution: LCTCS	Date Formal Complaint Filed [2]	Type of Complaint [3]	Status of Formal Complaint [4]	Basis for Complaint [5]	Disposition [6]	Disciplinary Status [7]	Gender of Complainant [8]	Gender of Respondent [9]	
BRCC	No formal complaints received								
BPCC	No formal complaints received								
GLTCC	No formal complaints received								
DCC	2/14/2022	Power-Based Violence	Closed - 7/27/2022 (5 mo. 2 wks)	Inappropriate comments of a sexual nature made by a supervisor that was alleged sexual in nature.	Respondent found not responsible. Recommended sensitivity training and professional development.	None	Male	Male	
DCC	2/4/2022	Power-Based Violence	Closed - 5/18/2022 (3 mo. 4 days)	Sexual harassment	Respondent found not responsible. No contact order for 1 year.	None	Female	Male	
DCC	9/1/2022	Title IX	Closed - 9/18/2022 (1 wk)	Sexual harassment	Permissive dismissal: no longer had jurisdiction over the harasser.	None - Employee no longer works for the College.	Female	Male	
FTCC	9/13/2022	PBV	Dismissed/22 calendar days	Intimidation	Dismissed	none	female	male	
Delta	7/16/2022	PBV	Closed/13 calendar days	Verbal Intimidation/Retaliation	HR Processes Case Closed	Informal Resolution: The instructor was removed from the class and provided counseling resources.	Female	Female	
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NShore	No formal complaints received								
NLTCC	No formal complaints received								
Numer	No formal complaints received								
BPCC	No formal complaints received								
SLCC	No formal complaints received								
SOWELA	8/23/2022	Title IX	Open Case	Sexual Assault	Open Case	TRD	Female	Male	
SOWELA	8/23/2022	Title IX	Open Case	Sexual Assault	Open Case	TRD	Female	Male	
LCTCS Board Office	No formal complaints received								

[1] Beginning with AY 2022-2023, Fall Semester reporting will have an effective date of April 1st of the current calendar year.
[2] Information about Formal Complaints is specifically required to be included in the Chancellor's report. For convenience, BOR Recommends the Title IX Coordinators' reporting in the third column serve as the basis of information to be included in the Chancellor's report, so effectively Title IX Coordinators can copy and paste their reports regarding Formal Complaints into the Chancellor's report.
[3] Type of Complaint, Title IX or Power-Based Violence (PBV).
[4] Status of investigation as it pertains to Formal Complaints filed for an accusation of power-based violence or retaliation. If closed, length of time taken to resolve complaint.
[5] Type of power-based violence or retaliation alleged.
[6] Disposition of any disciplinary processes arising from the Formal Complaints.
[7] Institution should indicate where they are in the disciplinary status and also note if there was a sanction imposed and what sanction was imposed.
[8] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.
[9] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.